

FOLIO

UNIVERSITY OF ALBERTA
21 OCTOBER 1994



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Health science professionals gain another on-ramp to information highway

Health Knowledge Network founded by U of A, U of C; major funding provided by AHFMR

By Michael Robb

There are about two million articles published in the medical-health field every year. That's about 5,000 a day. And even the best of speed readers can't handle that much information, says the President of the Alberta Heritage Foundation for Medical Research, Matthew Spence.

But thanks to a new computer-based initiative by the province's two major universities, the Alberta College of Physicians and Surgeons, AHFMR and a number of health care organizations and hospitals in the primary cities, there's now a quick and sophisticated way to sort through that massive volume of information.

The newly created Health Knowledge Network will enable researchers to access the information warehouse and help them sort out what's in that warehouse, says Dr Spence. "It's like going into Costco, and finding a very friendly employee who will take you right to the shelf. That's what this is all about."

Health Knowledge Network, a collection of four databases with citations and abstracts to articles, reports, reviews, and other information, is now available on both campuses, the University of Alberta Hospitals and the Foothills Provincial General Hospital, and will soon be available in other major hospitals in Edmonton and Calgary. By the end of the year, HKN, a project of the University Information Enterprises Unit of the U of C and U of A Libraries, will be available in clinics, hospitals and other educational institutions. Organizers are hopeful the public will eventually have access to the system. Over time, the network will be available outside the province's two major cities, U of A Chief Librarian Ernie Ingles said.

"This will certainly make it easier for medical people to find their way through the wealth of information out there," said U of C Chief Librarian Tom Eadie, at a demonstration of the network last week in the John W Scott Health Sciences Library. Added Ingles, the HKN is really a ramp for medical researchers to access the information highway.

According to Dr Spence, the HKN will help researchers stay abreast of information. "They need to know what Joe Blow has done in Japan as soon as he does it, and to stay on the cutting edge of their science." Second, clinical investigators funded by AHFMR need information from around the world, so they can apply it to patient care. And third, consumers will benefit. "What we heard at the round tables is that our health system should be putting the consumer first. We also heard that if the con-



Bryan Ward, Assistant Registrar, Alberta College of Physicians and Surgeons, test-drives the new Health Knowledge Network.

sumer is given proper information, they can make proper choices.

"And you make those choices with information, and that's what this is about."

Vice-President (Research) Martha Piper said the HKN will be a key component in continuing to attract the leading researchers, clinicians and students to the province.

Alberta College of Physicians and Surgeons Assistant Registrar Bryan Ward said the next great breakthrough in medical care

"... when we saw this opportunity to actually get doctors on line to world medical literature in a user-friendly way, we jumped at it. A room full of texts is no competition for up-to-date literature."

Bryan Ward

isn't going to be a cure for a disease. "It's actually going to be a process of getting the information that's already known to the doctors providing care to patients. That's actually the big bottleneck in getting better health care for our citizens.

"So when we saw this opportunity to actually get doctors on line to world medical literature in a user-friendly way, we jumped at it. A room full of texts is no competition for up-to-date literature."

Furthermore, said David Moores, Chair of the U of A's Department of Family Medicine, "Health professionals who are not electronically connected to user-friendly services such as the HKN will not be as effective as those who are."

The network includes four databases: Medline, which covers the world's biomedical and health sciences journal literature; CINAHL, which contains information on nursing, occupational therapy, and other allied health fields, including some consumer health information and standards of practice; Health, an international range of journals in the area of health services and hospital administration; and, CancerLit, which covers the research and clinical research and clinical literature on all aspects of cancer and cancer therapy. Organizers plan to expand that by offering additional databases such as full-text articles and consumer health information. Users will be able to order full-text articles from their computers.

Dr Spence said the AHFMR trustees felt it was important to back the initiative, given the explosion of information in the medical and health field. AHFMR contributed \$250,000 for hardware and software and the other institutions and organizations supplied, cumulatively, an equal amount. Users will be able to subscribe to the service on a flat-rate basis. HKN Marketing and Account Manager Georgia Makowski said a fee structure for individuals and institutions will be established.

White paper released

Alberta Advanced Education and Career Development yesterday released *New Directions*, its white paper on the renewal of the province's adult learning network. The Office of Public Affairs (OPA) has a limited number of copies of the 24-page document. The condensed (one page), tabloid version of the white paper is also available on campus at OPA (400 Athabasca Hall) and at the HUB, SUB and CAB information desks.

Reaction to the white paper will be published in *Folio* next week.

CAUT attacks government's postsecondary education proposals

'Reform the system, don't kill it,' teachers urge

By Michael Robb

Don't kill the system. Reform it. That was the message the Canadian Association of University Teachers gave Lloyd Axworthy, Minister of Human Resources Development, last week.

In its scathing response to the federal government's recent proposals to change the way it supports postsecondary education, CAUT alleges the discussion paper on reforming the nation's social security system is designed neither to improve universities nor to assist students, but rather to cut the budget and to focus those cuts in a massive and unfair way on universities and colleges.

"Universities and colleges have already lost more than \$8 billion since 1986 because of the cuts by previous governments," said CAUT President Joyce Lorimer. "This cur-

"We agree with the government that some of the money should be redirected to student aid but we disagree about the vehicle."

CAUT

rent attack should also be seen in the light of figures which show a steady decline over the past decade in the per capita student support provided by the federal government."

CAUT wants the federal government to reform the transfer system, or to revive the cost-sharing arrangements that existed

Continued on page 6

Also, please see Letters to the Editor, page 3, for AAS:UA reaction to the Axworthy report

Nursing issues and perspectives similar despite different times

By Sandra Halme

One of Janet Ross Kerr's contributions to nursing education and the profession itself is *Canadian Nursing: Issues and Perspectives*, a book she wrote in 1988 and which is now in its third edition. The 1994-95 Killam Annual Professor's publication was unique because there was no text on issues and trends in Canadian nursing in print. *Canadian Nursing* continues to be a primary publication in the field.

The adage that history repeats itself can be applied to nursing, according to Dr Ross Kerr, who holds a joint appointment with the Faculty of Nursing and the Division of Bioethics in the Faculty of Medicine. "The issues and perspectives are much the same today as they were a number of years ago," she says, citing the scope and nature of nursing practice as well as the movement to community health care as issues which remain prominent. She admits that it is difficult today, what with the dramatic changes to the health care system and decreased funding, to know where to direct one's energies. However, she points out that one area of particular interest to herself and other nurse educators is the move to educate the public on how they can help themselves to learn about their health and take responsibility for it. "With this kind of knowledge the public will be empowered."

Dr Ross Kerr has three primary areas of research: history of nursing, gerontological nursing, and the quality of nursing care. Her text contains numerous historical detail, as does a work in progress on nursing in Alberta from 1910 to 1970. One of her

gerontology projects – the evaluation of the provincial Adult Day Program Demonstration Project – has her looking at the health of the elderly who participate in the program. Another project, which she hopes to begin soon, concerns the development of a health promotion model for frail elderly people living in subsidized housing.

Quality of nursing care is another focus of Dr Ross Kerr's and she is adamant that communication is the basic, essential skill required by nurses. "Nurses should have an advocacy role," she emphasizes, "and we must be uniquely skilled in our ability to communicate so that we can provide the public with this vital service." She also feels the profession is changing so rapidly that nurses almost have to specialize in an area in order to be marketable. "It is a diverse profession now and we must be current and relevant."

In addition to her extensive teaching and research responsibilities, Dr Ross Kerr is active in the wider community. Formerly the president of the Alberta Association of Registered Nurses and a board member of the Canadian Nurses Association, she sat on the provincial Advisory Committee to the Minister of Health and the Alberta Foundation for Nursing Research (both from 1983-87), and advocated the passage of *The Canada Health*



Janet Ross Kerr, 1994-95 Killam Annual Professor

Act (it was enacted in 1984). Currently, she sits on the provincial Seniors Advisory Council.

"My community work has allowed me to appreciate the issues and problems in the practice and in general community settings, an appreciation which has been enriched and enhanced by teaching and research."

Students open pockets for United Way

By Judy Goldsand

The Students' Union, in support of the national United Way Students Campaign, held a poster day 21 and 22 September. Students were asked to contribute to the United Way in return for free posters donated by corporate sponsors. Approximately \$1,200 was raised and given to the U of A to be included with the University's Employee Campaign.

The campus goal is \$260,000; the amount raised as of 14 October is \$109,000.

The winners at the first Early Bird Draw, 14 October, were: Bill Paranchych (Microbiology), Bookstore gift certificate; Naiyu Bu (Chemical Engineering), Ed Tel golf shirt and a package of golf balls; Dale Wilkie (English), jazz telephone from Northern Telecom; Stuart McFadyen (Business), a family pass to the Devonian Botanic Garden; and Carlos Basualdo (Medicine), a road hazard kit from Ed Tel Mobility.



Glenn Harris, Vice-President (Finance and Administration), who co-chairs the United Way's Employee Campaign, thanks Students' Union President Suzanne Scott for students' generosity. Looking on are Jim Barabash, SU Community Relations Coordinator, and Beverley Holland, a United Way Division Manager.

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Folio's mandate is to serve as a credible news source for internal audiences by communicating accurate and timely information about issues, programs, people and events.

DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 40 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Call 492-0436 for sizes, rates and other particulars.

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University
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Alberta

CURRENTS



Open house at Laser Institute

The Laser Institute's lasers can be used to slice through steel, fuse two pieces of metal together, detect rot in wood and provide 3-D images of a variety of objects. These are just some of the demonstrations that visitors will see at the Laser Institute's open house tomorrow (22 October) from 11 am to 3 pm. The address is 9924 45 Avenue.

Go, Bears!

A mixture of smashmouth and finesse football will be on display tomorrow at noon as the Golden Bears take on The University of Calgary Dinosaurs. The game, at Commonwealth Stadium, starts at noon to accommodate the TSN telecast.

Business Selection Committee invites input

A Selection Committee for Chair, Department of Finance and Management Science, Faculty of Business, has been established. Anyone wishing to make suggestions/comments to this committee should do so before 1 December 1994 by writing to: Rodney Schneck, Dean, Faculty of Business, 4-40 Business Building.

CaPS Career Forums

Career and Placement Services (CaPS) has scheduled the following Career Forums: Biological Sciences and Physics, both on 1 November, 6 to 9 pm (the former will be in 2-3 Mechanical Engineering Building; the latter in 113 Physics Building); Environmental Studies, 2 November, 6 to 9 pm, in 3-27 Earth Sciences Building; and Chemistry and Engineering, both on 3 November, 6 to 9 pm in 343 CAB (Chemistry) and 2-3 Mechanical Engineering Building (Engineering).

Tickets for each forum are available at CaPS, 4th Floor, Students' Union Building.

Canadian Utilities lecture, 27 October

Lubomyr Romankiw is this year's speaker for the Canadian Utilities Limited Distinguished Lectureship Series, 2:30 pm, 27 October, 2-3 Mechanical Engineering Building.

Dr Romankiw, of IBM's Thomas J Watson Research Center in Yorktown Heights, New York, will speak on electrochemical technology in thin film magnetic recording heads. He and his co-workers are pioneering the use of high-speed electrochemical micro-machining to produce minute components, micro-batteries and micro-machines.

Dr Romankiw earned his BSc from the University of Alberta's Department of Chemical Engineering in 1955, and his PhD from the Massachusetts Institute of Technology in 1962.

The annual lecture is presented by the University's Advanced Engineered Materials Centre.

Clarification

The East Asian Studies BA 16 degree designation has been eliminated, but the program has remained intact and has been integrated into the Department of East Asian Studies, under one of the three major programs available.

Axworthy plan a smokescreen

Lloyd Axworthy's report is purportedly a "discussion paper". We ask that there be real commitment to discussion and that all the issues be aired and debated, in the full context of current federal policy making. We agree that the present system of federal transfer payments needs reform, we agree that student loans should operate to increase access to postsecondary education, and we agree that income contingent repayment schemes may be a good idea. But Mr Axworthy has not convinced us in this document that federal reform means anything other than slashing funding and opting-out, or that student loan improvements are anything more than a justification for raising tuition and denying access to those who cannot afford to begin their adult lives (working or not) with crushing debt loads.

This document creates a smokescreen of discussion swirling around tuition fees and loans schemes; what it is really about is cutting federal funding for postsecondary education and shunting responsibility for that funding back to the provinces.

To begin with, it is premised on a fallacious "model", according to which the money component of transfer payments will "run out" over the next ten years as the value of the tax credits increases. This

model supposes the imposition of a ceiling which is somehow beyond government's control. Nonsense. The ceiling to which Axworthy refers is nothing more than government policy and could be altered if the priority really were to fund Canada's future economic prosperity through supporting postsecondary education – as the document so proudly claims.

The report argues that rechanneling approximately \$1.6 billion to colleges and universities through tuition fees backed by student loans is merely a more efficient and fairer way to fund education. This is an equally fallacious argument because cash transfers to provincial governments are investments which permit long-term planning. And, according to the government's own statements, they contain a component earmarked to support research.

Tuition payments are short-term and variable, providing no income security for the institution from one year to the next; tuition fees do not pay for research or capital expenditures. And loans to students, however linked repayment may be with future earnings, are not equivalent to grants. Cash transfers remain within the education system whereas under the proposed arrangement government would recoup its money

through loan repayment. In short, this is nothing more than a not-so-well disguised cut in funding, at the expense of the institutions and students alike.

Underlying these proposals we also sense a clear intent to shift the full burden of funding postsecondary education back to the provinces; Axworthy points out that provinces could opt-out of the system and take it over themselves. Could? Or should! We feel there is a responsibility on the federal level to continue to contribute support to the full range of scientific and humanistic research which presently distinguishes many universities across the country and which enriches Canadian society as a whole. The lack of concern in this document to compensate for the lost research funding component is extremely worrying to us, the more so in the context of the ongoing reviews of the major research funding agencies in Canada. Indications by government are that it expects to adjust funding levels and that this adjustment will not be favourable to the university community.

We need to talk.

E Ann McDougall
President, Academic Staff Association:
University of Alberta

Get the word out, say members of Law's first Visiting Committee

By Judy Goldsand

Members of the first Visiting Committee in the Faculty of Law (14 October) told Dean Tim Christian that the Faculty needs to do more to tell the public about the many ways it serves the public. After lunch with students and visits to the Centre for Constitutional Studies, the Health Law Institute, the Indigenous Law Program, and Moot Court presentations, Visitors offered the Dean their observations and suggestions. The previous evening, lawyer Peter Royal, president of the Law Society of Alberta and a lecturer for the Faculty, spoke to the group on the topic, "Is the Law School Serving Society Well?"

The aim of the University's Visiting Committee programs is to strengthen communication between the University and the community it serves. Members of both the Faculty and the Visiting Committee considered the program well worth their time.

Lloyd Malin, a lawyer with Milner Fenerty and a member of the University Senate and Alumni Council, co-chaired the Visiting Committee with Dean Christian.

Other members were: Mary Arnold, management consultant with Price Waterhouse; Sharon Budnarchuk, owner of Audreys Books; Leroy Chahley, Alderman; Ron Chalmers, business columnist for the *Edmonton Journal*; John Crozier, president of Donna and John Crozier, Ltd and owner of Canadian Tire (Fort Road); Maria David-Evans, operations manager of the City's Community and Family Services; Martin Garber-Conrad, executive director of the Edmonton City Centre Church Corporation; Ron Gilbertson, president and CEO of the



Members of the first Visiting Committee in the Faculty of Law (from the left): Lorraine Mansbridge, Betty-Anne Pearson, Bob McPhee and Lloyd Malin, co-chair.

Edmonton Regional Airports Authority; Brian Heidecker, rancher and Senate member; Frank Hui, dentist; Jane Karstaedt, career counsellor with Options for Women; Len Leibel, president of Jay-Mar Management Ltd and member of the Board of Governors; Roy Louis, president of Musqua & Associates, and Senate member; Most Reverend Joseph MacNeil, Archbishop of Edmonton; Lorraine Mansbridge, news anchor and host, ITV; Bill Mathewson, executive director of the Edmonton Community

Foundation; Bob McPhee, managing director of the Edmonton Symphony Society; Phyllis Milligan, former Inspector with the Edmonton Police Service; Esther Ondrack, vice-president of Chieftain International Inc; Betty-Anne Pearson, community volunteer and member of the Senate and Board of Governors; David Shragge, physician, president of the Alberta College of Physicians and Surgeons; Neil Wilkinson, president of Barcol Doors and Windows of Edmonton; and Irma Young, community volunteer.

Counsellors get the scoop

Feeling is that Registrar's Office doing good job

By Sandra Halme

More than 100 counsellors and administrators from across central and northern Alberta packed the Lister Hall banquet room 12 October to listen to a number of presentations from campus representatives on admission and course changes as well as University initiatives to make the student experience more rewarding.

According to Norman Mendoza, Acting Assistant Registrar and coordinator of the annual Counsellor's Workshop, most attendees are pleased with the University's registration and admission procedures. "Most of the comments we get are that the University is doing a good job in communicating its admission requirements and that the counsellors are pleased with the extensive information they receive from us." Mendoza adds that everyone's job is made much easier when communication is frequent and two-way.

He points out that the workshop also gives the University an opportunity to quell any rumors which might be circulating through the counsellor ranks. "The things we take for granted are the very things which the counsellors have concerns about." For example, he says there was some confusion by counsellors on program closings. He told them the University would not interrupt a student's education by closing a program early – the student would graduate first.

Loretta Convey-Lyons, a counsellor with Ryley School, about 90 km east of Edmonton, has been attending the workshop for three years and says she goes away with new information each time. "I need to come here," she says, "if I'm to give our students the most current information." She says that most students at her school consider the U of A the place to go and that it has the highest profile of any postsecondary institution in the province. Convey-Lyons indicated however that most Ryley graduates who do reach the U of A do so by a circuitous route that begins with study at a college or technical school.

Convey-Lyons is also appreciative of the workshop-generated contact with fellow counsellors. "The sharing is invaluable and we find we're not alone in our concerns."

Gerry Hanson, principal of Archbishop Jordan High School in Sherwood Park, says he got the information he set out to get. "The planning and communication in the workshop were excellent and I am now better prepared to answer students' questions." He echoes Convey-Lyons' sentiments on the image of the University at his school and says, "Many of the teachers and parents are U of A grads, so they see the benefits of this kind of education."

The afternoon-long workshop included sessions on the University's enrollment management program by Sandra Jenkins, Acting Director of Admissions, as well as a review by Mendoza of the changes in the admissions and liaison office. In addition, Wendy Coffin, Director of Career and Placement Services (CaPS), gave participants an introduction to that unit's objectives and mission, and Kevin Friese, Director of Students' Orientation Services (SORSE), offered a student's perspective as well as background on the role of the organization.

Mustard guardedly optimistic about Canada's future

Delivers criticism, advice and information in Walter Mackenzie Lecture

By Ron Thomas

Fraser Mustard's reading of Canadians' ability to move the country into the future is that we know enough about the determinants of economic growth, health and human development – "those frameworks of understanding" – to make sensible decisions if people will think within those frameworks.

"Is it serious or isn't it serious?" he asked in conjunction with the title of last week's Walter Mackenzie Visiting Professor Lecture, "Technological Change, Economic Growth and Our Future, Prosperity, Health and Well-Being." "I think it's bloody serious."

Dr Mustard, president of the Canadian Institute for Advanced Research (CIAR), said

that while there's a rich source of talent in Canada, "I don't think anybody should be allowed to graduate from a university like this [U of A] in any undergraduate program without understanding these three things [determinants of economic growth, health and human development]."

The two major tasks of government, he believes, are to create a climate that fosters the establishment of idea-based innovative enterprises, and to maintain with diminished resources a "healthy" social environment so children don't get damaged. "To Axworthy's credit, he did bring children out in his paper.

"If we consume too much in health care because people become sick, we may under invest in creating wealth to sustain that," Dr Mustard said. "That the Americans' problem."

Each major technological change requires creation of major institutions, he continued. Society has experienced two deep technological changes: the harnessing of fossil fuels and the electricity/steam change. Most people believe we're now in a third change – the substitution of chips for neurons. "Massive social and institutional changes will take place here. If you want to progress, you have to have a strong science base. This university [U of A] respects that."

Canadians, he said, should take a keen interest in the strength of businesses such as market, retail and personal services, transportation and communications, and "we should think very hard about the public policies that determine whether you can have those businesses or not. That means tax policies – not a trivial issue.

"If you have a capital gains tax structure that facilitates fiscal roulette players, the people who control pools of capital won't invest here. They'll play with their money which weakens that."

He expressed concern that people who pay into pension plans allow them [the plans] "to play fiscal roulette rather than investing in the new economy which means our children pay a high price for our behaviour. If you're really interested in economic change in health and you're concerned about the future, a society that ignores its children is going to be in deep trouble. It's a harsh truth. We borrowed in my generation and have left the younger generation in one hell of a hole."

Dr Mustard has four careers – medicine, medical research, policy advisor to governments and the creation of a national institute (CIAR, in 1982) – and he's excelled at each of these, Lorne Tyrrell, Dean of Medicine, pointed out during his introduction of Dr Mustard.

CIAR, which is based in Toronto, is the first institution to develop a strategy to mobilize talented individuals in different institutions to study complex problems. The programs developed by the Institute come under three umbrella categories: individual and society health and well-being; science relevant to the physical and biological origins and preservation of our planet; and science with major technological potential.

Employment equity census scheduled

Temporary employees, including sessionals, targeted

By Folio staff

Opening Doors: A Plan for Employment Equity at the University of Alberta was passed unanimously by the Board of Governors in January 1994. In accordance with one of the recommendations in the Work Plan, the Office of Human Rights will conduct an employment equity census of temporary employees, including sessionals, on 15 November.

An employment equity census is the process of determining the workforce profile by disseminating a questionnaire that asks whether individuals are members of the four designated groups. That is, the questionnaire asks whether a person is male or female, Aboriginal, a person with a disability or a member of a visible minority.

"A number of sessionals have expressed their concern to me that they were not included in the original employment equity census conducted by the Office of Human Rights in 1991. That survey consisted only of full-time and part-time continuing academic and nonacademic staff. The census on 15 November will give me an opportunity to provide the community with a more complete profile of our workforce," says Employment Equity Coordinator Cathy Anne Pachnowski.

"The Office of the Vice-President (Academic) endorses the employment equity census of temporary staff," says Roger Smith, Acting Vice-President (Academic). "I am glad that sessionals will be included, as they have not been before. I hope that all sessionals will cooperate in furthering the efforts of equity on campus by filling out their census questionnaires."

PEEIC (President's Employment Equity Implementation Committee) prepared Opening Doors. The Work Plan recommendation contemplated by PEEIC called for a census of temporary, trust and casual employees. Trust employees are those paid out of research funds, as opposed to those paid out of the University's operating funds. They are often research assistants and clerical support staff, but could be employed in a broad range of occupations.

A joint decision was made by the Offices of the Vice-President (Academic), Vice-President (Finance and Administration), and the Office of Human Rights to limit the current census to temporary employees. "We are in a position to survey only the temporary employees at this time," Pachnowski says. "This includes approxi-

mately 1,000 people, the majority of whom are sessionals. I would underline that trust and casual employees form an integral part of our community. Unfortunately there are considerable logistical difficulties in surveying them and we have decided to focus on a smaller group at this time."

According to Pachnowski, the decentralized nature of the employment systems on campus makes this a challenging project. "Even among temporary employees, there are different possible interpretations of who should be included. "We will be defining temporary as those employees, whether full-time or part-time, who are paid out of operating funds and are designated as temporary by Payroll."

The Office of Human Rights conducted the first employment equity census in October 1991. That survey included full- and part-time academic and nonacademic continuing employees. The information obtained at that time is summarized in *Opening Doors*. Since then, all new continuing academic and nonacademic staff have received survey questionnaires. "In this way," says Pachnowski, "we have been able to maintain updated statistics on the profile of the University's workforce."

The workforce profile as of December 1993 was compared with the October 1991 profile in *Folio* in June. There was an overall decline in the number of people employed in the University among both designated and nondesignated group members.

Additional copies of the June insert from *Folio* and *Opening Doors* are available from the Office of Human Rights.

BROWN BAG LUNCH

Public Information Sessions

Information/Question and Answer Sessions will be held:

Monday, 31 October 12:00 - 1:00 pm

Thursday, 3 November 12:30 - 1:30 pm

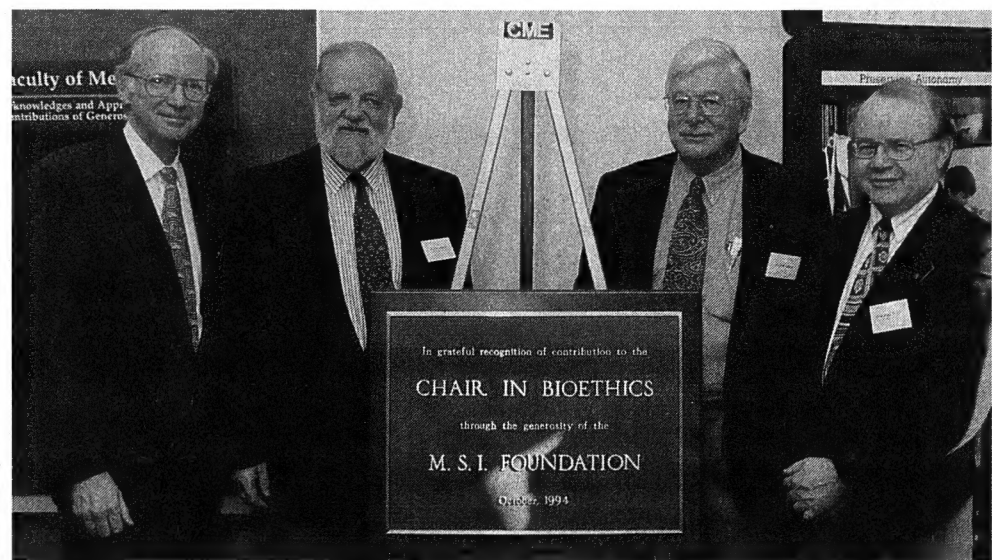
In 291 CAB (behind the elevators in the south end of the building)

For more information, call:

Cathy Anne Pachnowski
Employment Equity Coordinator
Office of Human Rights
252 Athabasca Hall
492-3020

MSI Foundation contributes \$250,000 for University Chair in Bioethics

By Judy Goldsand



The Faculty of Medicine acknowledges MSI Foundation's leadership gift to the endowment fund for a Chair in Bioethics (from the left): Douglas Wilson, former Dean of Medicine; John Dossetor, Director of the Bioethics Centre; Roy le Riche, MSI Foundation Board Chair, and Lorne Tyrrell, Dean of Medicine.

MSI Foundation was honoured 11 October for its gift of \$250,000 towards an endowment to establish a University Chair in Bioethics. Dr Roy le Riche, MSI Foundation Board Chair, says that as funding for health care diminishes, ethical issues become more significant in medical decisions and the Foundation believes that medical education should place greater emphasis on teaching bioethics.

Bioethics is concerned with the application of ethical principles in health care. Technological advances in health care fields have made ethical dilemmas far more complex. As decisions are called for about issues such as euthanasia, abortion, genetic manipulation, or environmental pollution, health professionals and patients have many more options to consider.

"Patients, care givers and families mak-

ing these kinds of decisions need guidance from many sources," says Lorne Tyrrell, Dean of Medicine. "A Chair in Bioethics will ensure that legal, philosophical, medical and nursing issues are encompassed in the Faculty's teaching, research and patient care."

The Chair in Bioethics will provide permanent leadership for the University's Bioethics Centre. Established in 1993, the Centre evolved from an interdisciplinary bioethics project founded in 1986. Dr John Dossetor (Medicine) directs the Centre and works with Dr Vangie Bergum (Nursing) and Dr Glenn Griener (Philosophy) to provide consultation on ethical issues, foster research in ethics and include bioethics education in all health care Faculties.

The Faculty of Medicine will continue to seek funding for the endowment required to permanently establish this Chair.

AGRICULTURAL, FOOD AND NUTRITIONAL SCIENCE

25 October, 12:30 pm

Gary W Matthison, "The Essentials of Science." 1-30 Agriculture-Forestry Centre.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

25 October, 4 pm

Stephan Ruetz, postdoctoral fellow, Department of Biochemistry, McGill University, "Expression and Functional Characterization of the Three Mouse *mdr* Gene Products in *Saccharomyces Cerevisiae*." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

27 October, 4 pm

David C Bloom, Department of Microbiology and Immunology, University of California at Los Angeles, "Genetics of Herpes Simplex Virus Neurovirulence and Reactivation." Cohosts: Biological Sciences and Biochemistry. Classroom D, Mackenzie Health Sciences Centre.

28 October, 11 am

Linda Boswell Bloom, Department of Microbiology and Immunology, University of Southern California, "Influence of Local DNA Sequence Context on the Kinetics of Nucleotide Excision by T4 DNA Polymerase." V-107 Physical Sciences Complex.

ANIMAL SCIENCE

21 October, 3 pm

Vickie Baracos, "Tissue Protein Metabolism: Substrate Partitioning in Lactating Animals." 1-13 Agriculture-Forestry Centre.

BIOLOGICAL SCIENCES

28 October, 3:30 pm

Charles Krebs, Department of Zoology, UBC, "Population Cycles in Mammals." 3-27 Earth Sciences Building.

4 November, 3:30 pm,

James Childs, Center for Disease Control, Atlanta, "Epidemiology of Hantavirus in the United States." 3-27 Earth Sciences Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

4 November, 7:30 pm

Michael Muc, Augustana University College, Camrose, "Home Remedies of the Early Ukrainian Settlers." Heritage Lounge, Athabasca Hall.

CHEMICAL ENGINEERING

27 October, 3:30 pm

VP Mishra, "Flow Generated by Various Impellers." 342 Chemical Mineral-Engineering Building.

ECONOMICS

20 October, noon

Karol Krotki, "Alberta Problems Discussed in Cairo: Report from the International Conference on Population and Development." Heritage Room, Main Floor, City Hall.

ECOLOGY

28 October, noon

Cam Goater, "Parasite Mediated Natural Selection." G208 Biological Sciences Centre.

ECO-RESEARCH CHAIR IN ENVIRONMENTAL RISK MANAGEMENT

21 October, 2:30 pm

Barry Thomas, Environmental Health Directorate, Health Canada, Ottawa, "The Development Process for the Guidelines for

TALKS

Canadian Drinking Water Quality. Classroom D, 2F1.04 Mackenzie Health Sciences Centre.

25 October, 1:30 pm

Ronald Gots, National Medical Advisory Service, Bethesda, Maryland, "Public Versus Personal Risk: The Challenge in Environmental Risk Communication." Classroom D, 2F1.04 Mackenzie Health Sciences Centre.

ENGINEERING

21 October, 3 pm

Stanley I Sandler, the HB du Pont Professor of Chemical Engineering and professor of chemistry, University of Delaware, and director of the Center for Molecular and Engineering Thermodynamics, "Modelling the Thermodynamic Behavior of Complex Mixtures." 344 Chemical-Mineral Engineering Building.

ENGLISH

1 November, noon

Jane Magrath, "'A Dose of Bumtaffy': The Subversive Nature of Profanity and Nonsense in Smollett's *Humphrey Clinker*." 4-29 Humanities Centre.

GEOGRAPHY

21 October, 3 pm

Leon Marciak, Conservation and Development Branch, Alberta Agriculture, "Use of Digital Terrain Models: Satellite Imagery in Municipal Planning." 3-36 Tory Building.

28 October, 3 pm

Shuming Du, "Lagrangian Stochastic Models of Turbulent Dispersion." 3-36 Tory Building.

4 November, 3 pm

Guy Swinnerton, "Recent Developments in National Park Management in Britain." 3-36 Tory Building.

HUMAN ECOLOGY

1 November, 12:30 pm

Vjera Bonifacic, "From Practice to Theory and Back Again: The Role of the Ethnographic Museum in Zagreb in the Canonization of Folk Textiles in Croatia." 131 Home Economics Building.

3 November, 1 pm

Mickie Zerwig, "Yuit Hair Embroidery from St Lawrence Island: an Alaskan Phenomenon." 131 Home Economics Building.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

27 October, 12:35 pm

Patricia Chambers, research scientist, National Hydrology Research Institute, "Impacts of Industrial Activities on Water Quality in Rivers." G-116 Biological Sciences Centre.

3 November, 12:35 pm

Dave Trew, section head, and Leigh Noton, senior limnologist, Surface Water Assessment Branch, Alberta Environment Protection, "Biology and the Bureaucracy - Job Realities." G-116 Biological Sciences Centre.

NEUROSCIENCE

3 November, noon

Paul Neumann, Department of Anatomy, Dalhousie University, "Genetic Analysis of Pattern Formation in the Vertebrate Nervous System." 207 Heritage Medical Research Centre.

NURSING

24 October, 4 pm

Gail Mitchell, chief nursing officer, Sunnybrook Health Sciences Centre, and assistant professor, Faculty of Nursing, University of Toronto, "Nursing Diagnosis: An Obstacle to Caring Ways." Funded by Alberta Heritage Foundation for Medical Research. 2-115 Clinical Sciences Building.

PERINATAL RESEARCH CENTRE

25 October, 7:30 pm

Nestor N Demianczuk, chief, Department of Obstetrics and Gynaecology, Royal Alexandra Hospital, "Fetal Surgery: Explorations into a New Space." Bernard Snell Hall, Mackenzie Health Sciences Centre.

PHARMACY AND PHARMACEUTICAL SCIENCES

24 October, 3:30 pm

David W Hughes, PhD, FCIC, Canadian Consultant, The United States Pharmacopeial Convention Inc, "The United States Pharmacopeia - Canadian Drug Standards - Canadian Drug Information." 4069 Dentistry-Pharmacy Centre.

PHYSICS

21 October, 2 pm

William G Unruh, Department of Physics, UBC, "Varieties of Quantum Measurement." V-129 Vwing.

PHYSIOLOGY

21 October, 3:30 pm

David Olson, "Control of Human Birth: Demythologizing the Dragons." 207 Heritage Medical Research Centre.

4 November, 3:30 pm

Chris Cheeseman, "Glucagon-related Peptides and Intestinal Hexose Absorption." 652 Heritage Medical Research Centre.

POLITICAL SCIENCE AND GERMANIC LANGUAGES

28 October, 2 pm

Angelika Sauer, chair, German Canadian Studies, University of Winnipeg, "Whatever Happened to the Germans? German Canadian Studies - The State of the Art." 2-58 Tory Building.

RENEWABLE RESOURCES

27 October, 12:30 pm

Vic Lieffers, "Understory White Spruce in Boreal Mixed Woods." 2-36 Earth Sciences Building.

3 November, 12:30 pm

J Zeiazek, "Stress and Stress Acclimation in Spruce Seedlings." 8-21 General Services Building.

RURAL ECONOMY

31 October, 3:15 pm

Jeffrey D Ward, "Performance of Cooperatives in Developing Countries: Thailand Case Study." 519 General Services Building.

SLAVIC AND EAST EUROPEAN STUDIES

26 October, 3 pm

Peter Rolland, "*Ad patrios Lares*: Simiaon Polacki's Letters to his Belarusian Friends." 436 Arts Building.

SOCIOLOGY

27 October, 3:30 pm

Helga Kruger, University of Bremen, "Institutions and the Gendered Modernization of the Life-Course: New German Contributions to Life-Course Research." 5-15 Tory Building. (Also sponsored by Women's Studies.)

2 November, noon

Karol Krotki, "The Politics and Sociology of the Cairo Conference." 5-15 Tory Building.

UNIVERSITY TEACHING SERVICES

1 November, 3:30 pm

Karl Kopecky, "Recruitment and Screening of Graduate Students (Science)." 281 CAB.

2 November, 3 pm

Lucille Mandin, "Are Your Teaching Practices Congruent with Your Epistemological Beliefs?" 281 CAB.

3 November, 2 pm

Roger Beck, "Becoming More Accountable to Students and Ourselves." TB W2 Tory Breezeway.

WESTERN CANADIAN CENTRE OF SPECIALIZATION IN DEAFNESS/EDUCATIONAL PSYCHOLOGY

4 November, 7 pm

J King Jordan, president, Gallaudet University, Washington, D.C., "Visions for the Future in Deafness: A Personal Perspective." 2-115 Education North.

WOMEN'S PROGRAM (FACULTY OF EXTENSION)

1 November, 7:30 pm

Dorothy Tovell, "Myth and Lore at the Holy Wells of Ireland: One Woman's Experience with Earthwatch." Lecture Theatre 4, Humanities Centre.

ZOOLOGY

21 October, 3:30 pm


John Koprowski, Department of Biology, Willamette University, "Conflict Between the Sexes: Social and Mating Systems in Tree Squirrels." M-149 Biological Sciences Centre.

25 October, 12:30 pm

Norman Neumann, "Mechanisms of Macrophage Activation in Teleosts: Are They Similar to Mammals?" G-114 Biological Sciences Centre.

1 November, 12:30 pm

Jim Cardwell, "Making Fish Smell Even Better: Sex and Olfaction in Cyprinid and Characid Fish." G-114 Biological Sciences Centre.

 This symbol denotes environmentally-related seminars/events. If you wish to have an environmentally-related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

Public versus personal risk a matter of debate

Environmental risk management expert to give seminar

By Judy Goldsand

Debates continue to rage about what people want and need to know, and about how to involve the public effectively in decisions about managing environmental risks. Providing an effective health focus has been complicated by conflicting goals and perceptions of risk.

Ronald E Gots, president of the National Medical Advisory Service, Inc of Bethesda, Maryland, will conduct a seminar titled "Public versus Personal Risk: the Challenge in Environmental Risk Communication" on Tuesday, 25 October, at 1:30 pm in the Walter C Mackenzie Health Sciences Centre (Room 2F1.04 - Classroom D).

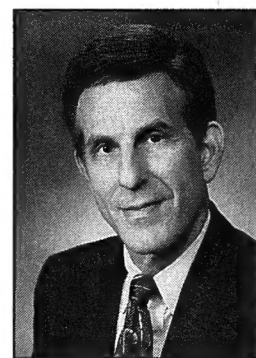
Every environmental hazard cannot be seen as equally or potentially catastrophic, says Dr Gots. He emphasizes the importance of consistency in communication about environmental risk. A distinction has to be made between theoretical public health risks and known personal risks.

By communicating effectively, those risks which create real and significant hazards for individuals should be identified and discussed. Those which pose small public health risks should be kept in their proper perspective. Dr Gots will discuss a matrix approach he has developed to use in weighing public versus personal risk.

Dr Gots, who received his MD from the University of Pennsylvania and his PhD in pharmacology from the University of Southern California, has focused his research on assessing diseases associated with chemicals and other toxins. He is the author

of four books and 60 articles in toxicology, pharmacology and in claims and legal literature.

Dr Steve Hruddy (Public Health Sciences) holds the Eco-Research Chair in Environmental Risk Management, which was established in 1993 as a multidisciplinary joint partnership between several public and private sponsors, the academic community and the Tri-Council Secretariat (representing the three federal research granting councils). For more information, please call 492-6408.



Ronald Gots

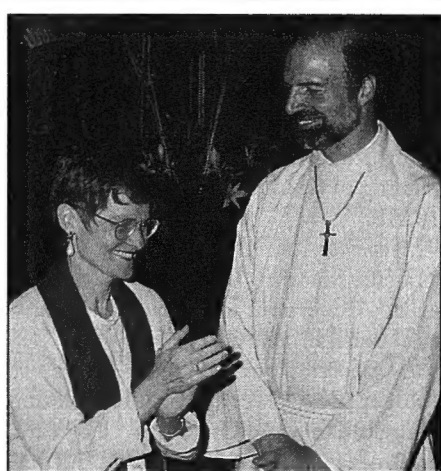


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ST STEPHEN'S WELCOMES NEW PRINCIPAL

Dianne McCoy, Chair of St Stephen's College Board of Management, welcomes the principal, Reverend Dr Christopher Levan, at the convocation and installation ceremonies held late last month. The College, which has been affiliated with the U of A since 1908, is working on a broadly ecumenical basis, integrating faith and theology with practice and experience.

Folio deadline moved up

Folio will be publishing on Thursday, 10 November, due to the Remembrance Day holiday. Classified and display ads, as well as submissions

for the "Talks" section, must reach the Office of Public Affairs by 3 pm Thursday, 3 November.

Tap into Energy Awareness Week

Theme is 'Save Today ... Save Tomorrow'

Energy Awareness Week opens Monday with the annual Commuter Challenge Race starting at Parkallen School (6703 112 Street) at 8 am and finishing at City Hall. A bicyclist who will make use of the LRT, the hybrid electric vehicle (HEV) designed by U of A engineering students, a solar-powered vehicle, regular-fueled vehicles, a city bus and runners and roller bladers will compete to see which mode of transportation is the fastest and most energy efficient.

Physical Plant will have informative displays in SUB on 24 and 25 October and in HUB on 26 and 27 October. People are invited to stop by for tips on saving energy and to pass on their suggestions as to how the University can reduce energy consumption.

This is the 10th anniversary of Energy Awareness Week in Edmonton. A complete list of events will be published in the 23 October *Edmonton Journal*.

CAUT response to Axworthy report

Continued from page 1

under previous Liberal governments. The discussion paper tries to suggest that there is some inexorable formula ensuring over time that the federal established program financing (EPF) cash transfer for postsecondary education to the provinces will eventually run out, Dr Lorimer pointed out. "This is only the case because successive federal governments have twisted the formula unilaterally to ensure this result.

"Since the government seems bound and determined to end the system of transfers, we think that the transfer money should be redirected into a variety of targeted programs for university research and for student aid."

CAUT recommended that government pay a substantial part of the indirect costs of the research it sponsors through the federal granting councils and through its centres of excellence, and that the money be redirected from the EPF transfers. That would disproportionately benefit the 20 largest universities in the country. Therefore, CAUT recommended that NSERC and

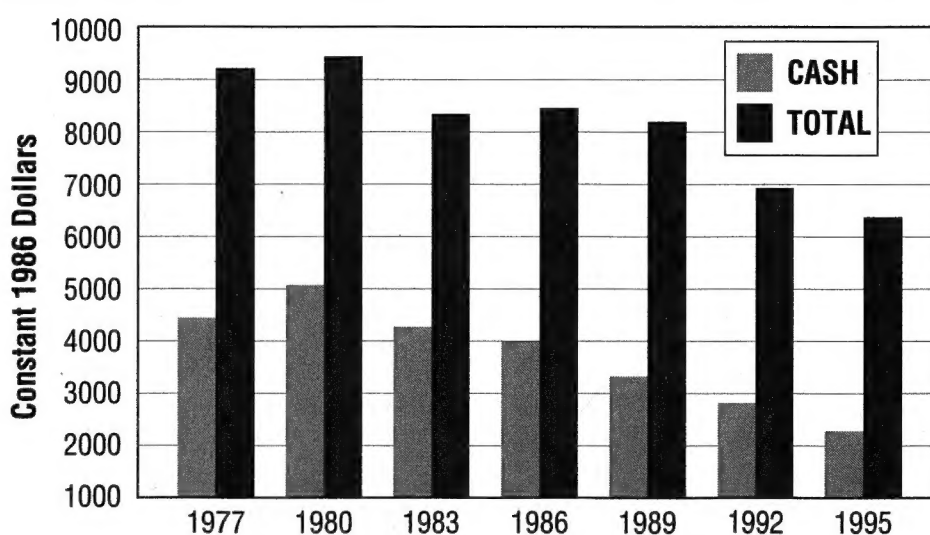
SSHRC should be funded to allow them to expand their assistance to the small universities for research.

"Some of the funds should assist the development of the university library system and distance education," said CAUT's response.

"We also agree with the government that some of the money should be redi-

rected to student aid but we disagree about the vehicle." Implementing an income-contingency loan repayment scheme - one of the federal proposals - would mean poor and middle-class students would end up paying more in accrued interest.

"We would prefer to see EPF funds redirected to improve the existing arrangements."



Cash and total established program financing transfers for postsecondary education per full-time equivalent student in constant dollars. (Source: CAUT)

EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 15 November

"Beyond Words: An Exhibition of Manuscripts and Manuscript Facsimiles." Gallery hours: Monday to Friday, 8:30 am to 4:30 pm. B7 Rutherford South.

EXTENSION CENTRE GALLERY

Until 30 October

"An Exhibition of Works by Students in the Faculty of Extension's Summer Program." Gallery hours: Monday to Thursday, 8:30 am to 8 pm; Friday, 8:30 am to 4:30 pm; Saturday, 8:30 to 11:30 am. Information: 492-3034. 2-54 University Extension Centre.

FAB GALLERY

Until 23 October

"Garry Madlung - The Seduction of Exclusion." This exhibition is the final visual presentation in partial fulfillment for the degree of Master of Fine Arts in Painting. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; statutory holidays, Saturday, Monday, closed. 1-1 Fine Arts Building.

McMULLEN GALLERY

Until 6 November

"Arpilleras: A Message of Universal Hope - Contemporary Chilean Folk Art." The Friends of University of Alberta Hospitals present an artistic commentary depicting the political and social life of Chile from 1973 to 1993. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm; Monday, Tuesday, Thursday, 6 to 8 pm. Information: 492-8428 or 492-4211. Mackenzie Health Sciences Centre.

FILM

DEPARTMENT OF GERMANIC LANGUAGES

25 October, 7:15 pm

Egmont - German with English subtitles. 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

21 October, 7:30 pm

"South Indian Music on the Veena" with Veena master Muthulakshmi Raganathan. Tickets are \$15, and can be purchased at the door. Auditorium, Provincial Museum.

21 October, 8 pm

Kilburn Memorial Concert featuring Heinz Holliger, oboe, with Ursula Holliger, harp. Program will include works by CPE Bach, Dorati, Carter, Britten, Viotti, Rossini and Chopin. Admission: \$1. Convocation Hall.

22 October, 8 pm

Music at Convocation Hall featuring Norman Nelson, violin; with Dianne New, violin; Jonathan Craig, viola; Tanya Prochazka, cello; and Dennis Prime, clarinet. String quartets by Wolf, Bartók and Brahms. Lecturer: Malcolm Forsyth. Guest host: Richard Moses, Radio Host, CKUA. Admission: \$10/adult, \$5/student and seniors. Convocation Hall.

26 October, 12:10 pm

Noon-Hour Organ Recital featuring Ken Logan, a graduate of the University of Michigan and professor of organ music at Union College, Lacombe. Convocation Hall.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC STAFF

DOYEN, FACULTÉ SAINT-JEAN

La Faculté Saint-Jean de l'Université de l'Alberta est à la recherche d'un doyen qui entrerait en fonction le 1er juillet 1995.

La Faculté Saint-Jean est une faculté francophone et pluridisciplinaire de l'Université de l'Alberta. Elle offre des programmes de Baccalauréat ès Arts, Baccalauréat en Éducation et Baccalauréat ès Sciences ainsi qu'une Maîtrise en Éducation. Un total de 530 étudiants de premier cycle et une quinzaine de deuxième cycle bénéficient d'un milieu universitaire francophone. De plus, son Centre éducatif communautaire de l'Alberta (CECA) rejoint plusieurs communautés à travers la province.

Le doyen a la responsabilité administrative d'un corps enseignant comprenant 25 professeurs permanents et près de 30 chargés de cours.

On recherche chez les candidat(e)s des qualifications académiques appropriées, une expérience administrative dans un milieu universitaire ou dans une situation comparable, et la capacité d'apporter un leadership efficace. L'expérience dans la recherche de fonds complémentaires serait un atout.

Vu le rôle particulier de la Faculté Saint-Jean, les candidat(e)s devraient être compétent(e)s en français et en anglais et sensibilisé(e)s aux besoins de la communauté canadienne-française.

Les présentations de noms et les mises en candidature, accompagnées d'un *curriculum vitae*, doivent parvenir au Vice-recteur (académique) avant le 31 décembre 1994: Vice-recteur (académique), University of Alberta, Edmonton, Alberta T6G 2J9.

APO POSITION, UNIVERSITY SECRETARIAT

The University Secretariat seeks applications for an Administrative Professional Officer to act in a senior administrative and legislative capacity in relation to a number of key University committees including: GFC Academic Appeals Committee (academic standing appeals); University Appeal Board (student discipline appeals); GFC

Campus Law Review Committee (Code of Student Behavior); and the GFC Committee on Admissions, Academic Standing and Transfer (chaired by the Associate Vice-President (Academic)). The person in this position will develop and deliver educational programs for associate deans and student appeal advisors with respect to appeals processes, and will have a number of other general legislative responsibilities.

Ideally, applicants will have a postsecondary degree and directly-related experience, preferably in a Faculty Office. The successful candidate will have outstanding analytical and communication skills and the ability to engender the confidence of all constituent groups in the University, including that of opposing parties to an appeal. This APO will be a proactive problem-solver and will have a demonstrated ability to apply complex regulations in a sensible manner. Since the University Secretariat provides links between and among the legislative, judicial and executive branches of University governance, related experience in these areas will be an asset.

The person in this position reports to the Director of the University Secretariat and Executive Assistant to the President, and will work with a small team of other staff in the University Secretariat in an environment that is collegial, open and consultative. The University Secretariat is a unit which responds rapidly to the changing needs of both the President's Office and senior University committees; as a result, staff duties can change quickly.

Letters of application, a résumé and the names of at least three referees should be sent to: Ms Ellen Schoeck, Director of the University Secretariat and Executive Assistant to the President, 2-1 University Hall, by 31 October 1994. The salary range of this position is under review. The ideal start date is 1 December 1994.

SUPPORT STAFF

To obtain information on support staff positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall. You can also call the Job Information line at 492-7205 (24 hours) or consult the weekly *Employment Opportunities Bulletin*.

Policy Manual. Staff who are on administrative or study leave, or who will be during the period of the Committee's deliberations, are not eligible to serve. Dr Fraser hopes that the Search Committee will meet for the first time in early January.

Written nominations supported by the signatures of five members of the full-time and part-time academic staff (not including the nominee) should be submitted to the Director of the University Secretariat, Ellen Schoeck, 2-5 University Hall. **Nominations must be received by Monday, 14 November 1994, 4:30 pm.** Nominees must agree to

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MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University inquiries welcome, 492-7044.

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BEAUTIFUL, executive loft condo at Hampton Village. A must to see - right next to University. Reg MacDonald, Re/Max, 439-7000.

BY OWNER - Belgravia, newer executive home, open plan, four bedrooms, four bathrooms. Minutes to University. Mature landscaping. 11627 75 Avenue. 438-9002.

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GARNEAU VIEW PROPERTY! Updated bungalow facing river valley. Rare opportunity. \$159,900. Ed Lastiwka, Royal LePage, 446-3800.

BELGRAVIA - Four bedroom, 1 1/2 storey, fireplace, hardwood. Great location. Ed Lastiwka, Royal LePage, 446-3800.

VAULTED CEILINGS, berber carpet, ceramic tile. 2,460', two storey, Riverbend crescent, jacuzzi, shake roof, super landscaping. \$212,000. Owner leaving Canada. Call Liz Crockford, Spencer Realty, 435-0808.

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ACCOMMODATIONS WANTED

STUDENT will housesit. Sarah, 438-7326.

RESPONSIBLE HOUSESITTER with references available, November to August. 439-0671.

SEARCH COMMITTEE FOR VICE-PRESIDENT (ACADEMIC)

Dr John McDonald is resigning from his position as Vice-President (Academic) effective 1 January 1995. In consultation with the Chairman of the Board of Governors, Mr John Ferguson, President-elect Dr Rod Fraser has asked therefore that a Search Committee for Vice-President (Academic) be struck.

The composition of the Search Committee for Vice-President (Academic) comprises three members of the full-time and continuing part-time faculty (Categories A1.1, A1.5 or their counterparts in A1.6), who do not hold administrative positions as defined in Section 22.3.2(4) of the GFC

stand for election to the Search Committee. GFC regulations require that nominees should not be holders of an administrative position, such as Dean or Department Chair, since administrators are already represented on the Search Committee. The full composition of the Search Committee for Vice-President (Academic), together with nomination and election procedures, are contained in Section 102 of the GFC Policy Manual. If you have any questions about eligibility to serve or to nominate, please call Ellen Schoeck at local 5430.

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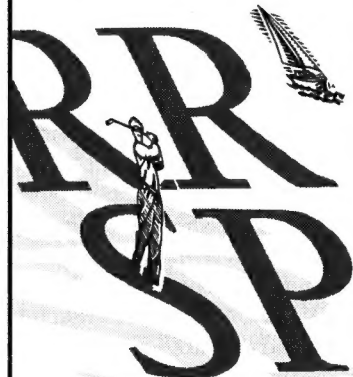
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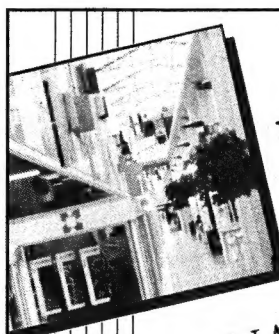
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